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FROM PLA: PTC WASHINGTON DC//ALARACT//

SUBJECT: ALARACT 251/2005

TEXT:

RAAUZYUW RUEWMFU4235 3431439-UUUU--RUHQDAU.

ZNR UUUUU ZUI RUEWMCS2276 3431508

R 091437Z DEC 05

FM PTC WASHINGTON DC//ALARACT//

TO ALARACT

ZEN/ADDRESS LISTS @ AL ALARACT(UC)

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\*\*\*\*\* THIS IS A COMBINED MESSAGE \*\*\*\*\*

SUBJ: ALARACT 251/2005

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DAPE-MPE//

SUBJECT: ENLISTED PROMOTIONS AND NCOES

A. AR 140-158, ENLISTED PERSONNEL CLASSIFICATION, PROMOTION, AND REDUCTION, 15 NOV 05.

B. AR 350-1, ARMY TRAINING AND EDUCATION, DATED 9 APR 03.

C. AR 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 25 JAN 05.

D. NGR 600-200, ENLISTED PERSONNEL MANAGEMENT, 1 MAR 97.

E. HQDA ALARACT, DAPE-MP, 211121Z NOV 03, SUBJECT: SUSPENSION OF CONDITIONAL PROMOTIONS SGT THROUGH SFC.

F. HQDA ALARACT, DAMO-TRL, 071547Z APR 05, SUBJECT: NCOES POLICY.

G. HQDA ALARACT, DAMO-TRL, 121836Z OCT 05, SUBJECT: WARRIOR LEADER COURSE (WLC).

H. MEMORANDUM, HQDA, DAPE-MPE-PD, 6 DEC 04, SUBJECT: PROMOTION ELIGIBILITY AND NCOES.

I. MEMORANDUM, HQDA, DAPE-MPE-PD, 8 AUG 05, SUBJECT: PROMOTION OF SOLDIERS

TO MASTER SERGEANT (MSG) AND SERGEANT FIRST CLASS (SFC).

1. THIS MESSAGE APPLIES TO ALL REGULAR ARMY (RA), ARMY NATIONAL GUARD OF THE

UNITED STATES (ARNGUS) AND UNITED STATES ARMY RESERVE (USAR) SOLDIERS.

2. THE PURPOSE OF THIS MESSAGE IS TO PROVIDE ARMY LEADERS A COMPLETE COMPILATION OF EXISTING ADJUSTMENTS TO ENLISTED PROMOTION POLICIES SPECIFICALLY AS THEY RELATE TO NCOES ATTENDANCE. THIS INFORMATION MUST BE

DISSEMINATED TO ALL COMMAND SERGEANTS MAJOR AND FIRST SERGEANTS.

3. THIS MESSAGE SERVES TO REISSUE POLICY CHANGES AS OUTLINED IN REFERENCES

E, H, AND I ABOVE. THESE POLICIES ARE TEMPORARY IN NATURE. THIS MESSAGE WILL

EXPIRE ON 9 JUNE 2006. A MULTI-COMPONENT PROMOTION REGULATION (AR 600-8-19),

APPLICABLE TO THE RA, ARNGUS, AND USAR, IS CURRENTLY BEING FINALIZED.

THIS

COMPREHENSIVE REGULATION WILL INCORPORATE THESE POLICY ADJUSTMENTS MAKING

THEM PERMANENT. IT IS ANTICIPATED THAT THE CONSOLIDATED AR 600-8-19 WILL BE

FINALIZED AND PUBLISHED BY 9 JUNE 2006.

#### 4. SUSPENSION OF CONDITIONAL PROMOTIONS.

A. POLICY: PER REF E, EFFECTIVE 1 JAN 04, THE ASSISTANT SECRETARY OF THE

ARMY (MANPOWER AND RESERVE AFFAIRS) APPROVED THE SUSPENSION OF CONDITIONAL

PROMOTION POLICIES. THIS SUSPENSION ALLOWS FOR PROMOTION TO SGT WITHOUT PLDC/WLC (REF G), SSG WITHOUT BNCOC, AND SFC WITHOUT ANCOC ALL WITHOUT CONDITION. UNLESS SPECIFICALLY WAIVED BY HQDA (DCS, G-1), PLDC/WLC COMPLETION REMAINS A PREREQUISITE FOR RECOMMENDATION TO SSG, BNCOC COMPLETION REMAINS A PREREQUISITE FOR ELIGIBILITY FOR SFC CONSIDERATION, AND

ANCOC COMPLETION REMAINS A PREREQUISITE FOR ELIGIBILITY FOR MSG CONSIDERATION. PRIOR TO EACH CENTRALIZED PROMOTION BOARD, THE DCS, G-1, IDENTIFIES ALL SOLDIERS WHO WOULD OTHERWISE BE ELIGIBLE FOR CONSIDERATION,

BUT HAVE NOT COMPLETED THE PREREQUISITE LEVEL OF NCOES AS STATED ABOVE.

A

REVIEW OF EACH SOLDIER S TRAINING HISTORY IS CONDUCTED AT THE ARMY-LEVEL. IF

A DETERMINATION IS MADE THAT THE REASON ONE OF THESE SOLDIERS DOES NOT HAVE

THE PREREQUISITE LEVEL OF NCOES IS BECAUSE THE ARMY WAS UNABLE TO SCHEDULE

THE SOLDIER (BY HQDA), OR AS A DIRECT RESULT OF OPERATIONAL DEPLOYMENT CONFLICTS, THE G-1 WILL WAIVE THE NCOES REQUIREMENT FOR ANCOC AND BNCOC (AS

APPROPRIATE), EFFECTIVELY PROVIDING AN AVENUE FOR PROMOTION CONSIDERATION TO

MSG AND SFC.

B. RATIONALE: THIS POLICY ADJUSTMENT WAS MADE TO SUPPORT THE OPERATIONAL

ENVIRONMENT. INSTITUTIONALLY, AS THE ARMY ANSWERED THE CALL TO FIGHT THE

GLOBAL WAR ON TERRORISM AND SIMULTANEOUSLY INITIATED TRANSFORMATION INITIATIVES, A CAPABILITY TO ENSURE THAT ALL SOLDIERS WERE AFFORDED AN EQUAL

OPPORTUNITY FOR MILITARY TRAINING WAS NOT ATTAINABLE. FURTHER, ON AN ANNUAL

BASIS, BECAUSE OF THE NUMBER OF DEPLOYMENTS AND STABILIZATION EFFORTS TO

SUPPORT THE NEW MANNING INITIATIVES, AN ABILITY TO PRODUCE A SUFFICIENT NUMBER OF TRAINED SOLDIERS TO MEET THE ANNUAL PROMOTION DEMAND WAS UNACHIEVABLE. WITHOUT THIS ADJUSTMENT, INDIVIDUAL SOLDIERS COULD HAVE ULTIMATELY BEEN PENALIZED AS A RESULT OF THE OPERATIONAL ENVIRONMENT.

#### 5. PLDC/WLC WAIVERS.

A. POLICY: PER REF G, THE DCS, G-1, ANNOUNCED AN NCOES WAIVER PROCESS THAT

PROVIDES AN AVENUE, UPON WRITTEN REQUEST, TO WAIVE THE REQUIREMENT TO COMPLETE PLDC/WLC IN ORDER TO RECOMMEND A DEPLOYED SOLDIER FOR PROMOTION TO

SSG. IN ORDER TO BE ELIGIBLE, SERGEANTS MUST BE DEPLOYED AND OTHERWISE FULLY

ELIGIBLE FOR RECOMMENDATION. ALL REQUESTS MUST CONTAIN FULL JUSTIFICATION AS

TO WHY THE SOLDIER WAS UNABLE TO COMPLETE PLDC/WLC IN A TIMELY FASHION.  
IF

APPROVED, THE WAIVER PROVIDES AN AVENUE FOR BOTH RECOMMENDATION AND  
PROMOTION (IF SELECTED). DUE TO THE AVAILABILITY OF PLDC/WLC TRAINING  
SEATS

AND INCREASED FUNDING, SOLDIERS GRANTED A PLDC/WLC WAIVER MUST COMPLETE  
PLDC/WLC WITHIN 180 DAYS FOLLOWING REDEPLOYMENT STABILIZATION  
(EQUALLYING 270

DAYS FROM THE REDEPLOYMENT DATE). FAILURE TO COMPLETE PLDC/WLC RESULTS  
IN

REMOVAL FROM THE SSG LIST, OR IF ALREADY PROMOTED TO SSG, REDUCTION TO  
THE

RANK OF SGT. THE APPROVAL AUTHORITY FOR ALL WAIVER REQUESTS RESIDES  
WITH THE

DIRECTOR FOR MILITARY PERSONNEL MANAGEMENT (DMPM), DCS, G-1.

B. RATIONALE: THE ESTABLISHMENT OF THIS TEMPORARY PROCESS PROVIDES THAT  
NO

SOLDIER WILL BE OTHERWISE DISADVANTAGED, DUE TO EXTENDED DEPLOYMENTS,  
FOR A

PROMOTION OPPORTUNITY. PROMOTION ELIGIBILITY FOR SSG, ESPECIALLY WITH  
REGARD

TO THE TIME IN SERVICE REQUIREMENTS, IS RELATIVELY QUICK AND, IN THE  
CURRENT

OPERATIONAL ENVIRONMENT, IT IS EXTREMELY FEASIBLE THAT A SOLDIER,  
ESPECIALLY

IN A BACK-TO-BACK DEPLOYMENT SITUATION, WILL BE UNABLE TO GRADUATE  
PLDC/WLC

IN A TIMELY MANNER IN ORDER TO ATTAIN PROMOTION ELIGIBILITY.

\*\*\*\*\* START OF SECTION 2 \*\*\*\*\*

#### 6. ANCOC/BNCOC WAIVERS.

A. POLICY: PER REF H, BEGINNING WITH THE RELEASE OF THE FY06 ACTIVE  
ARMY AND

ARMY RESERVE MSG SELECTION BOARDS, SOLDIERS SELECTED FOR PROMOTION TO  
EITHER

MSG OR SFC, WHO ATTAINED ELIGIBILITY AS A RESULT OF A HQDA WAIVER FOR  
THE

APPROPRIATE LEVEL OF NCOES IAW PARA 3A ABOVE (ANCOC FOR MSG AND BNCOC  
FOR

SFC), WILL HAVE THEIR PROMOTION HELD IN ABEYANCE UNTIL THE REQUISITE  
COURSE

IS COMPLETED.

B. RATIONALE: THIS POPULATION OF SOLDIERS HAS A MINIMUM OF TWO YEARS IN  
GRADE BEFORE ATTAINING ELIGIBILITY FOR PROMOTION CONSIDERATION.

OVER THE PAST FEW YEARS, THE AVERAGE TIME BETWEEN DEPLOYMENTS HAS  
INCREASED

SUFFICIENTLY TO SUPPORT THE ARMY'S GOAL THAT ALL NCOS COMPLETE THE  
REQUISITE

LEVEL OF NCOES BEFORE THEY ARE PROMOTED AND ASSUME AN INCREASED LEVEL  
OF

RESPONSIBILITY.

7. NCOES REMAINS AN INTEGRAL COMPONENT OF THE OVERALL PROFESSIONAL  
DEVELOPMENT OF OUR NCO CORPS. DECISIONS TO ADJUST PROMOTION POLICIES AS  
THEY

PERTAIN TO NCOES ENSURE THAT SOLDIERS ARE NOT OTHERWISE PENALIZED AS A  
RESULT OF THEIR OPERATIONAL OBLIGATIONS. HOWEVER, AS INDICATED CLEARLY  
IAW

REF F ABOVE, NCOES ATTENDANCE IS MANDATORY ONCE SCHEDULED, UNLESS AN

APPROVED DEFERMENT IS GRANTED. LEADERS ACROSS THE ARMY MUST ENSURE  
SOLDIERS  
ATTEND NCOES AS THEY ARE SCHEDULED.  
THIS IS PARAMOUNT TO THE CONTINUED SUCCESS OF OUR NCO CORPS AND IS  
SECOND  
ONLY TO THE MISSION OF WINNING OUR NATION S WARS.  
8. THE ARMY STAFF, IN CONCERT WITH TRADOC, CONTINUES TO PURSUE LONG-  
TERM  
PERMANENT ADJUSTMENTS TO THE LINKAGE BETWEEN PROMOTIONS AND NCOES.  
UNTIL  
SUCH PERMANENT CHANGES ARE ANNOUNCED, EACH LEADER MUST DO THEIR PART TO  
ENSURE THE POLICY ADJUSTMENTS, AS OUTLINED ABOVE, ARE IMPLEMENTED AND  
THAT  
WE TAKE ADVANTAGE OF EVERY AVAILABLE NCOES TRAINING OPPORTUNITY.  
9. POC FOR THIS MESSAGE IS MR. GERALD PURCELL, PERSONNEL POLICY  
INTEGRATOR,  
DIRECTORATE OF MILITARY PERSONNEL POLICY, ARMY G-1 (DAPE-MPE-PD).  
EXPIRATION DATE CANNOT BE DETERMINED.  
BT  
#4235

NNNN

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Caveats: NONE

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